

Summary Agreement Sheet
CITY OF SAINT PAUL
AND
SAINT PAUL SUPERVISORS ORGANIZATION

Date of Tentative Agreement: December 21, 2021

Duration: 2021-2022

The following represents a summary of the agreements between the City of St. Paul and Saint Paul Supervisors Organization:

1. Wages: (Increases take effect on closest payroll period)

Effective 1/1/2021: 1.0%

Effective 1/1/2022: 2.0%

Effective 7/1/2022: 0.5%

2. Recognition (Article 1.3 – new): Added equity language.

3. Check Off (Article 4.2): Eliminated obsolete language due to Janus decision.

4. Insurance (Article 13): Updated contribution amounts. Revised eligibility for Retiree Insurance.

13.4 (1) ~~Be receiving eligible to begin receiving a retirement annuity or disability benefits from a the Public Employee Retirement Act Association upon at the time of retirement separation from employment;~~ and

5. Vacation (Article 14): Removed prohibition regarding sick leave conversion and vacation payout. Clarified that requests for “Years of Service” credit must be made at the time of appointment in the bargaining unit.

~~14.5 (1) Invoking the use of 14.4 above at any time within the calendar year will prohibit the use of 14.5 above.~~

14.6 “Years of Service” may include, at the discretion of the Department Director, the amount of time worked by an employee at any previous public sector agency or private entity as in the relevant professional field. This “years of service” credit, may only be applied at the time of hire or promotion into the bargaining unit, and if granted, may only be applied to affect vacation accrual and will have no impact on the employee’s seniority or other rights and benefits of employment based on years of service either to the Employer or in the employee’s job classification.

6. Holidays (Article 15): Added Juneteenth as observed/paid holiday.

7. Severance (Article 16): Employees must give two weeks notice of retirement. Added a new Severance Schedule for those hired after 1/1/22. Employees hired prior to 1/1/22 have an option to elect to remain under the previous program but must make such election by 4/1/22.

16.2 (5) Except in the case of lay-off or compulsory retirement, the employee must give at least two (2) weeks prior notice to the City of their separation date.

An employee who satisfies the eligibility provisions of Section 16.2 and who separates from service on or after **January 1, 2022** shall receive severance pay on the following schedule:

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<u>Unused Hours of Sick Leave</u>	<u>Severance</u>
1,000 – 1,299	\$12,500
1,300 – 1,499	\$15,000
1,500 or more	\$17,000

16.9(1) An employee hired prior to January 1, 2022, may make a one-time, irrevocable election to remain covered under the severance program in effect for employees who separate on or before **April 1, 2022**, provided the employee gives written notice to the Employer on or before **April 1, 2022**.

8. Safety Shoes (Article 19): Shoe allowance increase to \$180 per year effective 1/1/22. Fire Safety Manger Uniform allowance added.

19.3 Employees in the classification of Fire Safety Manager who are required to wear a specified uniform shall be reimbursed for uniform items purchased up to \$645.00 per calendar year.

9. PEHSP (Article 20): Clarified current language is a contribution of \$1,200 per year.

10. MOA - Early Retiree Health Insurance Option: Agreed to an MOA allowing early retirees the ability to opt out of participation in the City plan but have an ability to return. The City's contribution to normal RHI would be put into a Post Employment Plan.

11. MOA – CAO Performance Pay: Agreed to revise an MOA for supervising attorneys in the CAO to receive salary increases based on performance.

Other changes were of a housekeeping nature.